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Executive Summary

The Northstate Rural Assets Project (NSRAP) will have 19 full time AmeriCorps members serving in Shasta County, providing family strengthening services through case management and parenting education. Members will serve in community-based family service agencies, Shasta County Office of Education sites, and with Shasta County Juvenile Probation. NSRAP will have 1 full time member dedicated to volunteer recruitment serving at the Shasta County Child Abuse Prevention Coordinating Council (CAPCC) office. At the end of the program year, these AmeriCorps members will have made positive impacts on parenting capacity and family stability, therefore preventing child abuse. In addition, the AmeriCorps members will leverage an additional 66 volunteers who will engage in one-time and ongoing volunteer activities. This program will focus on the CNCS focus area of Healthy Futures. The CNCS investment of \$274,246 will be matched with \$472,295 in public state funds.

Rationale and Approach/Program Design

Need-The NorthState Rural Assets Project (NSRAP) serves Shasta County in far northern California. Shasta County is located 165 miles north of Sacramento and removed from the urban centers of the state. Geographically large (3,785 miles) and primarily rural, Shasta County's population of 177,223 averages 47 persons per square mile (California has 239 persons/ sq mi). About half of the population of Shasta County resides in the city of Redding.

In Shasta County, child abuse occurs at a higher rate than almost anywhere in California. In 2013 Shasta County had a substantiated child abuse rate of 15.9 per 1,000 children. This rate is the 9th highest substantiated child abuse rate out of all 58 counties in the state of California, and almost twice the state rate of 8.9 per 1,000 children. Of the 617 children in Shasta County with substantiated abuse, 479, or 77%, experienced neglect or severe neglect. In comparison, only 48.4% of substantiated child abuse in California was neglect or severe neglect. The implications of this issue are far-reaching and catastrophic to the region.

There are many significant factors present in Shasta County that continue to put children at risk for child abuse and neglect. These factors include relationship stress, high drug and alcohol use, disproportionately high crime rates and poor economic conditions (California Department of Justice.) Pervasive poor economic conditions exist with an unemployment rate of 8.4% for Shasta County in August 2014), compared to 7.4% in California (U.S. Department of Labor.) Furthermore, 24.1% of children in Shasta County live in poverty with diminished access to basic necessities (2010 U.S. Census.)

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It is critical to address the issue of child abuse and neglect in Shasta County now and into the future. The immediate and long term effects of child abuse are evident throughout educational and social service systems in the region. The immediate traumatic effects of child abuse and neglect can be observed in children through low academic achievement, negative social behaviors, and poor self-regulation. The long term effects and consequences of child abuse and neglect have been well documented. The Adverse Childhood Experience Study (ACE) conducted by the Center for Disease Control and Prevention conducted from 1995 to 1997, along with Kaiser Permanente's Health Appraisal Clinic in San Diego, demonstrate the need to prevent child abuse for our children and for the adults they grow up to be. The ACE study showed that adults who experienced child abuse and neglect were more likely to experience a multitude of negative health and social conditions including; alcoholism, depression, fetal death, illicit drug use, heart disease, lung disease, liver disease, intimate partner violence, suicide attempts, smoking, multiple sexual partners, and sexually transmitted diseases.

Children growing up in homes where child abuse occurs or where low parenting capacity is present exhibit behaviors that impact their ability to succeed in school, integrate successfully in society, and experience a mentally and physically healthy future (U.S. Department of Health and Human Services.) NSRAP AmeriCorps members will address these needs by providing family strengthening services including in-home case management and parenting education. These activities will target the specific needs of each individual family to increase the Protective Factors of Parental Resilience, Social Connections, Knowledge of Parenting and Child Development, Concrete Support in Times of Need, and Social and Emotional Competence of Children; thus preventing child abuse and neglect. Referrals will be made through local child protective services, Shasta County Office of Education, Shasta County Juvenile Probation, other social service organizations, medical providers, or by self-referral. Referrals will be accepted for families with children 0-18 who are at risk of child abuse and/or who need connections to basic needs for a healthy life.

THEORY OF CHANGE-A significant number of families in Shasta County experience the risk factors associated with child abuse and neglect along with low levels of parenting skill. Families that are served by NSRAP Members will be more likely to meet their children's basic needs, have increased Protective Factors and increased parenting skills, and therefore will be more likely to provide a loving, healthy, and safe environment for their children to reach their full potential.

Nineteen full-time Members will provide paraprofessional support to help families increase parenting capacity and skills. Each of these "Family Support" Members will provide case management

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services to 20 families in distress (380 families program wide) via referrals through local child protective services, other social service organizations, county agencies, medical providers, or by self-referral. Once connected, families will complete assessments with their "Family Support" Member to assess Protective Factors and assist in identifying family strengths and needs for the purpose of setting goals. Members will help families develop Family Resource Action Plans in order to set and achieve goals to move toward stability and self-sufficiency, connect families with appropriate services to alleviate risk factors such as poverty, food insecurity, lack of health insurance, family violence, and parental alcohol or drug abuse. Members will provide transportation to coordinated services when needed. Successful case management and linkages will result in increasing the families' Protective Factors. Members will address each of these Protective Factors in the following ways: Parental Resilience: Members will build Family Resource Actions Plans with families to help teach and build skills around addressing everyday life stressors. Families struggling with drug and alcohol abuse and/or mental health issues will be referred to and connected with healthcare systems to build healthy coping skills. Social Connections: Members will link families with positive social supports in the community. Members will create opportunities for families to connect with one another and build relationships either through programming or families' natural environments (such as their children's schools and at community events). Alleviating isolation will be addressed through Parent Cafes conducted by Members and volunteers. Parent Cafés are small group events, patterned after the World Café format, that engage parents in meaningful conversations about their families and how to strengthen their family by building protective Factors. Concrete Supports in Times of Need: Members will connect families to needed resources that address concrete needs, such as food and housing. Members can access the CAPCC donation closet for diapers and clothing. Members can provide transportation and public transportation passes. Through positive interaction and parenting education tips, families will learn that asking for help is a sign of a strong parent. Social and Emotional Competence of Children: Members will model nurturing care of children. Members will connect families and children with high quality childcare and preschool and make referrals when developmental concerns arise.

Families will receive at minimum 3 sixty minute face to face visits over the course of the program year with most families engaging in over 10 visits per year. The number of visits and prescribed programming will vary based on the assessment of the family. To build Knowledge of Parenting and Child Development Protective Factor, those parents able to address their families' basic needs and focus on parenting education will receive evidence-based parenting skill education using the

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Triple P and/or SafeCare parenting education curricula.

SafeCare is an evidence-based parenting education curriculum that was specifically developed for families who have been identified as at-risk for child neglect. Families that receive SafeCare from Members will be referred from the child welfare system. Referred families will have had a suspected but unsubstantiated child abuse allegation. The curriculum requires 16-20 sessions and teaches parenting skills in the areas of parent-child interaction, health, and home safety.

Members serving families not requiring SafeCare will use Triple P. This evidence-based parenting education curriculum focuses on building nurturing parent-child relationships and acquiring parental skills to cope with normal child development issues such as bedtime, toilet training, and tantrums. Triple P has 5 different service levels. Shasta County has invested over \$500,000 to implement the Triple P system at all 5 levels to ensure the fidelity of the evidence based model. Shasta County HHSA provides levels 1, 4 and 5, while NSRAP focuses on levels 2 and 3. Level 1 is broad community wide media messaging. Level 2 Triple P can be delivered in one 30 minute session typically held in the family home. A tip sheet regarding an identified parenting skill or child behavior is reviewed during a teaching session lead by the Member. The Member will guide parents through strategies to alleviate the behavior and bolster parenting skills. The tip sheet also provides information to increase knowledge of child development by giving specific examples of typical behaviors in the targeted age ranges. Level 3 Triple P Primary and Teen targets parents with children 0-16. The intervention targets mild to moderate identified behavior issues, utilizes active skills training and role modeling for parents and is delivered over four 30 to 60 minute sessions. This level teaches parents how to apply the knowledge and skills gained to implement the recommended parenting strategies. Parents are assigned homework that includes observing their child's behaviors and charting that behavior. The charting tool is used to assist with modifying environments and scheduling to mitigate and solve problem child behaviors. Knowledge of appropriate child development is increased by giving specific examples of behaviors in the targeted age ranges and assist with setting realistic expectations of parents. As with Level 2, Level 3 sessions are also delivered in-home. Level 4 is focused on more severe concerning child behaviors than level 3 but that do not meet diagnostic criteria. Parents learn a variety of child management skills and how to apply these skills both at home and in the community. Level 5 is an augmentation of level 4 for children and families with additional risk factors that is delivered by a licensed mental health professional. NSRAP Members are particularly suited to deliver these levels 2 and 3 of Triple P based on the trusting relationship built with the families, non-clinical nature of the services provided in both levels and the balance of case management along with

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parenting education that families being served face.

Three-hundred eighty families will engage in services and complete a Family Resource Action Plan. Of the 380 families who receive services, 228 will have improved family functioning and will be able to meet their basic needs after achieving at least 70% of their self-identified goals. One-hundred ninety families will participate in an evidence-based parenting education program. Of these, 75% (142) will report increased Protective Factors in 3 of 5 categories as measured on the Strengthening Families Protective Factors Survey. Any increase in Protective Factors mitigates the risk factors that lead to child abuse. The long-term outcomes will mean parents are better equipped to meet their children's basic needs. Parents will have increased knowledge of parenting skills, child behaviors, safety, and child development, thus making Shasta County a safer place for children to grow up and reach their full potential.

One 1700 hour Member will be dedicated to volunteer recruitment as the Volunteer Coordinator. The Volunteer Coordinator, along with members, will recruit volunteers for NSRAP and partner agencies to help strengthen the community. The Volunteer Coordinator will plan National Service Day events to engage Members and the community in activities that foster civic engagement and provide opportunities for service.

EVIDENCE BASE-The evidence that supports the NSRAP program model is Moderate. A service delivery approach employing Strengthening Families and Protective Factors, along with rigorously researched parenting skill education curriculums, has resulted in NSRAP's success in strengthening families to prevent and reduce child abuse and neglect.

All NSRAP services are developed and delivered using the research-based Strengthening Families framework. This approach increases family strengths, enhances child development and reduces the likelihood of child abuse and neglect. Strengthening Families is based on engaging families and building five Protective Factors: Parental Resilience, Social Connections, Knowledge of Parenting and Child Development, Concrete Support in Times of Need, and Social and Emotional Competence of Children. Strengthening Families and Protective Factors framework is a researched-based approach that has been implemented across the country and is recommended by the US Department of Health and Human Services as a foundation for community-based child abuse prevention programs. Strengthening Families was rigorously literature reviewed in 2003 and then reexamined in 2014. The Center for the Study of Social Policy published "Branching Out and Reaching Deeper" in September 2014. This report pulls data from more than 34 states' findings on implementing Strengthening Families along with feedback from over 300 individuals in 15 dialogue sessions and a comprehensive

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literature review. The report highlights that "the foundation of the Strengthening Families approach are five interrelated protective factors that studies show are related to a decreased likelihood of child abuse and neglect, as well as to the promotion of family strengths and optimal child development." Strengthening Families is recommended for implementation across all sectors of child and family service disciplines.

Families whose basic needs are being met and are able to focus on parenting education will receive SafeCare or Triple P programing. Both curriculums have been rigorously tested and proven effective by scientific means.

Evidence of the impact for families completing SafeCare is a reduction in subsequent child maltreatment reports by 75%, changes in risk factors for abuse and neglect, and reductions in parental depression along with increased perceived support. Multiple studies have been conducted to validate the effectiveness of this intervention. A study published in the Official Journal of the American Academy of Pediatrics in February 2012 provides substantiation for SafeCare as a strong evidence-based intervention to prevent child abuse and neglect. A cluster comparison trial of 2,175 maltreating parents and 219 home visitors was conducted. The trial randomly assigned families to SafeCare or to a traditionally offered program. The randomized cluster experiment followed families for an average of 6 years. The results consistently showed significant support of SafeCare as a valid tool to reduce and prevent child maltreatment recidivism. According to this study, for every 1,000 children who had experienced child maltreatment, SafeCare would have prevented between 64 and 104 recurrences of reported maltreatment.

Evidence shows that families who engage in Triple P have reduced rates of suspected child abuse, fewer entries into the child protective system, and reductions in hospitalizations due to child maltreatment. In 2009, a report published in the journal Prevention Science presented the findings of a large randomized population based trial that was conducted of the entire Triple P system. Eighteen counties were randomly assigned to implement Triple P or conduct services as usual. County populations in the study varied from 50,000-175,000 ranging from urban to semi-urban. Significant positive results were shown in the counties where Triple P was implemented. Substantiated child abuse rates grew in the control counties from 11.12 per 1,000 children to 15.06 per 1,000 children while the rates in Triple P counties remained the same. Rates of out-of-home placement fell in the Triple P counties from 4.27 to 3.75 per 1,000 children, compared to the control counties' increase of 3.10 to 4.46 per 1,000 children. Rates of child hospitalizations and emergency room visits resulting from child abuse fell from 1.73 to 1.41 cases per 1,000 in the treatment communities, compared with

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an increase in the control communities from 1.41 to 1.69 per 1,000. NSRAP is able to mirror this study by providing levels 2 and 3 and partners providing levels 1, 4, and 5.

Member Training - All potential Members must attend an informational meeting. The informational meeting provides basic information about the Shasta County Child Abuse Prevention Coordinating Council (CAPCC), AmeriCorps, NSRAP, and the core activities of NSRAP service positions.

Official NSRAP training begins with Member orientation, a program launch, and swearing-in ceremony. The introduction to AmeriCorps occurs on day one of orientation and includes national AmeriCorps objectives and history, NSRAP's goals and objectives, a summary of Member benefits, Member stipend, sites and services, the system for reporting Member hours, progressive discipline, grievance procedures and prohibited activities. A Member handbook incorporating all AmeriCorps policies and guidelines for conduct, plus the requirements for successful completion of the term will be presented and reviewed.

AmeriCorps prohibited activities are reviewed in depth during AmeriCorps orientation. Members' knowledge and understanding is assessed through a Key Concepts quiz that is given at the end of orientation. Members who may not understand AmeriCorps prohibited activities receive personal instruction from NSRAP staff. Recruited volunteers receive similar information from the Volunteer Coordinator during volunteer orientation. NSRAP staff routinely visit Members at sites and at events where volunteers may be serving. Activities are reviewed with Members and host site supervisors to assure adherence to rules regarding prohibited activities. The Volunteer Coordinator and Project Coordinator are responsible for oversight and accountability of volunteers during the program year.

Members receive ongoing community wide orientation during their first 2 months of service. NSRAP staff coordinate field trips to local service providers throughout the region. Local service providers educate Members about services provided. Members learn how to refer families to appropriate service providers and collect current brochures and referral forms during field trips. This community-wide orientation also allows Members to build personal relationships with the service providers and feel comfortable coordinating services for high need beneficiaries in the future.

Each Member participates in a site orientation with their site supervisor. This orientation includes becoming familiar with the physical layout of the site, an overview of the client population, site safety, and introductions to other staff. Members also receive specific training for activities relevant to their service site.

In addition to AmeriCorps basics and site specific training, Members receive ongoing training to

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ensure high quality service. Orientation days two through four include information regarding CPR/First Aid, Mandated Child Abuse Reporting, Protective Factors, NSRAP evaluation, Community Resources, Home Visiting Safety, and Quality Case Management. Additional training completed in the first two months of service include domestic violence issues, conflict resolution, and evidence-based parenting education (Triple P and/or SafeCare). Each month Members attend a two hour Case Conferencing session with a Marriage and Family Therapy Intern. This training allows for Members to share challenges they are having with families and receive feedback from their peers and a professional on how to move forward. Each session also includes a piece on case management skill refinement such as Active Listening. Members participate in monthly meetings to ensure that they are delivering their parenting education curriculum (Triple P or SafeCare) with fidelity. All Member training is tracked on required Member sign-in sheets and recorded on Member Service Hour Logs. Host site supervisors and Members are surveyed at different times throughout the project year to identify emerging training needs. Identified training needs are then incorporated into trainings to effectively equip Members to deliver the service.

MEMBER SUPERVISION - Adequate support and supervision are essential to the Member experience and their impact on high need beneficiaries. Each site signs an MOU detailing its responsibility to their Members. The MOU requires that the partner designate an employee to provide daily supervision of its Members as an in-kind contractual service. The site provides an orientation to the physical layout of the site, introduction of Members to all staff, review of relevant safety procedures, the mission and activities of the organization, and clear expectations regarding service hours, duties, etc. The site supervisor meets with the Member on a bi-monthly basis to provide guidance and support to enhance Member service delivery and support Members' success at the site. The Member and Site Supervisor review all high need beneficiaries on the Members' case load and ensure all needed community resources are being accessed. When applicable, progress with Triple P/SafeCare is reviewed. Data collection tools are reviewed.

NSRAP provides an annual host site supervisor training and orientation. AmeriCorps basics, prohibited activities, NSRAP program objectives, and expectations for supervising and supporting Members are outlined. Host site supervisors participate in partner meetings two to three times a year to review program progress and provide insight into program improvement.

Each site and all Members have the support of NSRAP staff. NSRAP Project Coordinator visits each site and supervisor monthly (or more frequently as needed). NSRAP staff and host site supervisors have frequent phone and email communication regarding Member supervision. NSRAP

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staff works with site supervisors to identify and resolve any conflicts that may arise and provide encouragement and direction to the Member. As a liaison between sites and NSRAP, the Project Coordinator meets bi-monthly with the Executive Director to discuss successes and challenges, Member development/training, expectations, and overall service experience.

The Project Coordinator works with Site Supervisors to identify and resolve any performance issues, intervenes and oversees process when progressive discipline is invoked. Members and Site Supervisors may contact the Project Coordinator and Executive Director at any time with questions and/or for additional support.

MEMBER EXPERIENCE- NSRAP is committed to ensuring a meaningful service experience for all Members serving in the program. AmeriCorps Members recruited from their own communities can integrate into service sites and the local culture much easier than other Members, promoting a successful member experience. For this reason NSRAP recruits Members using local resources such as local college and university job boards and CAPCC and NSRAP social media accounts.

From the beginning of the Member's service experience NSRAP staff strives to build meaningful relationships with each Member. The positive relationship between the Member and the program is the foundation for inspiring the passion of service in Members. Member recognition is a standing agenda item for all NSRAP trainings. Site Supervisors, NSRAP staff, and fellow Members make recommendations for recognition of outstanding Members. A "Service Super Star" award for the Member who goes above and beyond is awarded following each service event. Members develop a sense of pride through structured and public recognition of their efforts. Outstanding members are recognized in the CAPCC newsletter which is distributed across the region.

Ensuring that Members have a quality service experience while gaining skills to assist them in future employment is weaved throughout the program design. NSRAP training and site trainings are the strong foundation for building skills and strengths for future employment. All NSRAP AmeriCorps members will be certified in at least one evidence based parenting education curriculum. Social service providers throughout Shasta County are continuously recruiting experienced providers with these certifications. All Members will be trained in CPR and First Aid. Bi-monthly trainings, coaching sessions, and service delivery practice will allow Members to complete their terms to become strong candidates for employment in the social service field. At the end of the 2013 NSRAP year all of our graduating 4-term members were able to secure professional full-time employment in the field in which they were serving.

National service days and other identified community service events are a powerful way for

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Members to connect with one another and develop a passion for ongoing civic participation and build esprit de corps. NSRAP puts careful thought into the planning and coordination of service days. These events have high impact for the service project but also enable Members to connect with one another in a meaningful way.

NSRAP trainings throughout the year include roundtable sessions where Members hear service successes and challenges with their peers. This is a valuable time for Members to identify and support one another, reflect, and provide proven tips for success. Members provide written success stories to NSRAP for at least one service event they participate in each year.

NSRAP AmeriCorps Members are connected with one another through site placement, trainings, team building, social media and service events. NSRAP is always on the lookout for other AmeriCorps Members serving this community. Members serving locally through other organizations are invited to attend relevant NSRAP trainings and service events.

COMMITMENT TO AMERICORPS IDENTIFICATION -CAPCC has been a sub-grantee or grantee of AmeriCorps programs for the past 14 years. AmeriCorps and service is ingrained in the culture of our organization. During NSRAP orientation new Members learn the basics and history of AmeriCorps. Members participate in a group swearing in ceremony where they wear their new AmeriCorps shirts for the first time. The swearing in ceremony reinforces the individual's transition to an AmeriCorps Member. All NSRAP AmeriCorps Members and staff have branded clothing identifying them with National Service. Members wear a National Service identifier at all times while in official service. Members receive an identification badge to wear daily along with an AmeriCorps pin that identifies them as an AmeriCorps Member, in addition to an AmeriCorps t-shirt and sweatshirt. All NSRAP staff wear lanyards with the AmeriCorps logos, along with name and titles. All NSRAP sites must display signs that an AmeriCorps member serves at the location. Signage at sites is monitored throughout the year. All promotional material, recruitment materials, newsletters, press releases, brochures, and stationary identify the program with AmeriCorps and CaliforniaVolunteers as appropriate. The CAPCC website shares National Service links as a resource for the community. NSRAP has a Facebook page and uses the AmeriCorps logo as our profile picture. The Executive Director addresses the County Board of Supervisors and speaks at multiple City Council meetings about the importance of National Service and its impact on our community.

Organizational Capability

ORGANIZATIONAL BACKGROUND AND STAFFING - CAPCC was incorporated as a non-profit public benefit corporation (501c-3) in 1987. CAPCC's vision is "A community where all children are

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valued, nurtured, protected, and therefore, will reach their full potential". The organization's mission is to "Promote a local culture that values all children and families". To accomplish this mission, targeted strategies that are a direct reflection of CAPCC's bylaws have been identified.

CAPCC has demonstrated competence in AmeriCorps management as a direct state grantee and sub-grantee of AmeriCorps funds. CAPCC has successfully managed four AmeriCorps projects, twice as a sub-grantee to Sacramento Child Abuse Prevention Council (a direct grantee to AmeriCorps) and to Trinity County (a Sub-grantee to a state Welfare Redesign AmeriCorps initiative). In 2007 and 2010, CAPCC was awarded three year AmeriCorps grants through the National Competitive process. In 2013 and the current year, NSRAP is operating on state AmeriCorps formula funding. In the spring of 2009, CAPCC was awarded a formula and competitive grant under the American Reinvestment and Recovery Act to extend its programming to address the economic crisis. The need for services in Shasta County has been historically greater than our programs could accommodate. Families needing services have been waitlisted due to the case load capacity limits of AmeriCorps Members. AmeriCorps funding has provided the opportunity to expand program capacity and increase family strengthening services to families in Shasta County. CAPCC's accounting system has successfully completed its 2013 A-133 single audit without significant findings. The organization has a 27 year history of successful grant and program management.

CAPCC Executive Director: Rachelle Modena has held the position of Executive Director with CAPCC since July of 2014. Ms. Modena has been with CAPCC for over 13 years. Ms. Modena began her tenure with CAPCC as a community volunteer and then served as an AmeriCorps Member with the agency for two terms. Ms. Modena has been an AmeriCorps site supervisor, an AmeriCorps Project Director, and CAPCC Deputy Director prior to her current position. Ms. Modena carries a true heart for service to perpetuate AmeriCorps and CAPCC's goals. During her time working for CAPCC, Ms. Modena has successfully managed a multitude of Federal, State, County, local, foundation, and corporate grants. Ms. Modena is responsible for direct supervision of all NSRAP project staff, as well as for maintaining the partnership, overseeing MOUs, budgets, general program operation and assuring quality control in project delivery.

Senior Project Coordinator: Leona Mileham joined CAPCC in 2007 to work on the new NSRAP grant. Prior to her current position she was an NSRAP Site Facilitator and NSRAP Project Coordinator. Ms. Mileham, along with Ms. Modena, is responsible for all aspects of program operation including recruitment, organization, supervision, evaluation, payroll collection and distribution, training, managing reporting requirements, documenting matching funds and in-kind contributions.

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Past and current community stakeholders and partners supporting NSRAP include: First 5 Shasta, Shasta County Health and Human Service Agency, City of Redding, Anderson Partnership for Healthy Children, Shasta County Office of Education, Youth Violence Prevention Council, Shasta County Probation, Tri County Community Network, Shasta College, Shasta County Public Health, and One Safe Place. Program partners have been actively involved in program implementation. Partners attend a planning meeting, review data and make suggestions for program improvement. Partners are able to share NSRAP successes with their stakeholders, expanding the reach of NSRAP and attracting other stable and established partners.

Shasta CAPCC coordinates, collaborates, and participates in several partnerships that demonstrate broad-based support for the proposed services. Since the inception of the Shasta Strengthening Families Collaborative, CAPCC has been a key partner, participating in each of the subcommittees. This collaborative is focused on increasing Protective Factors and decreasing Adverse Childhood Experiences (ACE's). Shasta CAPCC coordinates the Parent Leadership Advisory Group. This group provides input from parent leaders regarding appropriate services for families at-risk of child abuse and neglect.

COMPLIANCE AND ACCOUNTABILITY- NSRAP offers a comprehensive Orientation for its Members and site supervisors that cover the topics of AmeriCorps requirements and prohibited activities. AmeriCorps requirements and prohibited activities are also reviewed at scheduled trainings throughout the program year to reinforce understanding and maintain compliance. NSRAP staff visit with Members at sites monthly and at all service events. NSRAP Project Coordinator visits each site monthly and maintains weekly email and phone communication regarding member supervision. Service Activities are reviewed regularly with Members and host site supervisors to assure adherence to AmeriCorps regulations and rules regarding prohibited activities. If compliance issues are identified, NSRAP staff will meet with Member and Site Supervisor to implement a corrective action plan and provide the necessary support. NSRAP will seek the guidance of CaliforniaVolunteers when necessary to resolve any compliance issues. NSRAP staff strive to educate themselves on the AmeriCorps Provisions and participate in all trainings and technical assistance opportunities provided by CaliforniaVolunteers to assure compliance with all AmeriCorps regulations.

PAST PERFORMANCE- NSRAP has successfully met all performance measurement targets over the last three years in youth development, family strengthening, member development, community strengthening and fundraising. The success of the last three years is a result of careful monitoring, assessment, and adjustment of the program throughout the year. An internal evaluation calendar is

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created that has key dates to review data for each performance measure to ensure targets will be met. When issues around service data are identified an internal corrective action plan is created to provide support, education, and modifications for service success.

In the last full program year NSRAP enrolled and retained 100% of their Members. This success was achieved through committed relationships with partners to ensure that match funds were available for all requested slots. Retention was successful through quality recruitment and screening of Members, Member training, site and Member support and consistent enthusiastic Member recognition. The relationships built between Members and NSRAP staff has been critical in problem solving life issues that might typically impact retention.

Cost Effectiveness and Budget Adequacy

This program's sole purpose is to prevent child abuse by providing healthy building blocks for families while encouraging a child-safe and friendly community. According to Prevent Child Abuse America, the short and long term costs of treating child abuse verses the costs of preventing it is extraordinary. "Child abuse and neglect affects over 1 million children every year. Child abuse and neglect costs our nation \$220 million every day; for investigations, foster care, medical and mental health treatment. And later for special education, juvenile and adult crime, chronic health problems, and other costs across the life span. We will pay a staggering \$80 BILLION to address child abuse and neglect in 2012."

NSRAP is cost effective, not only as a service program with a cost per MSY of \$13,000 but also cost effective for the community and tax payers as a whole by preventing child abuse and neglect. CAPCC has created an environment that encourages a direct approach to child abuse prevention. This is reflected in the number of partners who have been and will continue to participate in NSRAP. NSRAP Partners provide in-kind Member supervision at placement sites although this is not a specific budget item. Through various strategies, all partners serve children and families and all understand the link between preventing child abuse and treating a child after abuse has occurred.

Evaluation Summary or Plan

THEORY OF CHANGE

A significant number of families in Shasta County experience the risk factors associated with child abuse and neglect along with low levels of parenting skills. Members will provide case management along with parenting education to at-risk families. Families that are served by NSRAP Members will be more likely to meet their children's basic needs, have increased Protective Factors, and increased

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parenting skills, and therefore will be more likely to provide a loving, healthy, and safe environment for their children to reach their full potential.

MEASURABLE OUTCOMES

- * 380 families will complete a Family Resource Action Plan to measure their ability to meet their children's basic needs.
- * 228 Families will complete a Family Resource Action Plan, receive at least 3 visits, and achieve at least 70% of their goals.
- * 142 families who receive Triple P and/or SafeCare will report an increase in Protective Factors in 3 of 5 of the Strengthening Families Protective Factors.

Other Measurable Program Outcomes

- * 17 Members will achieve above average scores (4 or above) in 2 of the 3 areas of competence on their end-term performance reviews conducted by a site supervisor that will help them be successful in future employment as measured by the Member Performance Review tool.
- * Communities will be strengthened by leveraging volunteers as measured by the volunteer log collecting data on 16 volunteers for ongoing activities, 50 volunteers for one-time activities, 200 volunteer hours for on-going activities, and 350 volunteer hours for one-time activities.
- * NSRAP programming will be enhanced by fundraising as demonstrated by the donation tracking log resulting in 80 families with strengthened by donated items.

Hypotheses

- * How many parents have increased their capacity to provide safe and stable children by meeting their family's emotional, social, economic, or health needs?
- * How many Members demonstrate an increase in skill.
- * How many volunteers are leveraged by AmeriCorps members to strengthen the community?
- * How many families receive donated goods to support family stability?

RESEARCH DESIGN

METHODS

Data Analysis

Pre and Post Survey

SAMPLE

All families served by NSRAP Members who complete a Family Resource Action Plan will complete

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the Protective Factors pre and post survey.

TIMELINE

QUALIFICATIONS OF EVALUATOR

NSRAP will contract with program partner First 5 Shasta to utilize their staff expertise in evaluation. Sara Phillips currently works for First 5 Shasta as Data and Evaluation Coordinator. Sara has experience working as an evaluator for two different AmeriCorps programs before joining First 5 Shasta.

ESTIMATED BUDGET

NSRAP will contract \$1,000 with an outside evaluator to analyze data for reporting purposes

Amendment Justification

N/A

Clarification Summary

Please consider decreasing the application's proposed cost per MSY by revising the CNCS share of the program budget, or provide a compelling explanation for why the cost/MSY cannot be decreased. CNCS will review both the individual program cost per MSY and the aggregate cost per MSY after the clarification period and may elect to make further decreases in cost per MSY and/or may be only able to partially fund applicants.

Response: We are an under-resourced rural county with extremely slow recovery from the recent economic crisis compared with the rest of the state. Our partners are not in a position to offer additional funds at this time to assist in lowering our cost per MSY.

A. Programmatic Clarification

1. The NSRAP evaluation report covering the 2011-12 program year has been provided. For the past two years the program received formula funding and the Commission does not require formula grantees to conduct an evaluation.

B. Budget Clarification

1. NSRAP is an AmeriCorps State program and have included travel to attend California Volunteers' annual conference in the budget.

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C. Performance Measure Clarification

1. Additional Information on the data collection plan for all measures was entered into the PMW in the "Described Instrument" field.

D. Strategic Engagement Slots

1. While NSRAP welcomes applicants of all backgrounds that are qualified to meet the service requirements, we will not be targeting slots to recruit members with disabilities. NSRAP posts information on available member positions with the local Department of Rehabilitation and the local Department of Veteran's Affairs.

2. NSRAP will not be requesting additional MSY to be filled by AmeriCorps members with disabilities.

E. MSY with No Program Funds Attached Clarification

1. NSRAP will not be requesting any additional MSY with no program funds attached.

2. N/A

3. N/A

4. N/A

Continuation Changes

N/A

Grant Characteristics